

Seattle Paid Sick and Safe Time Ordinance Evaluation Study

About the ordinance

The City of Seattle's Paid Sick and Safe Time Ordinance (PSSTO) goes into effect September 1, 2012. The ordinance requires employers with more than four Seattle employees to provide paid time off. Employees are covered if they perform more than 240 hours of full-time, part-time, temporary or occasional work within the Seattle city limits. Paid time off may be used for personal or family physical or mental health care needs or for reasons related to domestic violence, stalking or sexual assault.

About the evaluation

The Office of the City Auditor has contracted with the University of Washington to evaluate the ordinance's implementation and early effects.

Four *major questions* guide study activities.

1. How many Seattle businesses will be affected and how?
2. How will business operations and workers' lives change?
3. How will the PSSTO work?
4. How will the PSSTO affect the health, safety, and economic vitality of Seattle businesses, workers, and the City as a whole?

Study *components* include a survey, interviews and analysis of economic data.

- The **Seattle Employer Survey** will be distributed by mail to over 1600 randomly-selected businesses licensed in the City. This 20-question survey will collect baseline information about current numbers of Seattle employees, benefits offered, and current leave policies. The survey period is July – September, 2012.
- Survey findings will be complemented by **in-depth interviews** with both employers and employees.
- **Analysis of economic data** will examine changes in economic activity coinciding with the PSSTO implementation. Examining anonymised data about employees, wages and tax receipts, can reveal whether the ordinance seems to affect hiring or other practices.

More information

The City of Seattle Office of Civil Rights is charged with informing the public and enforcing the ordinance. For more information about the Paid Sick and Safe Time Ordinance, please contact the Office for Civil Rights at 206-684-4500, or by searching for "civil rights sick time" at Seattle.gov.

For questions or comments about the evaluation study, contact Principal Investigator Jennifer Romich, PhD, at romich@uw.edu or 206.616.6121.